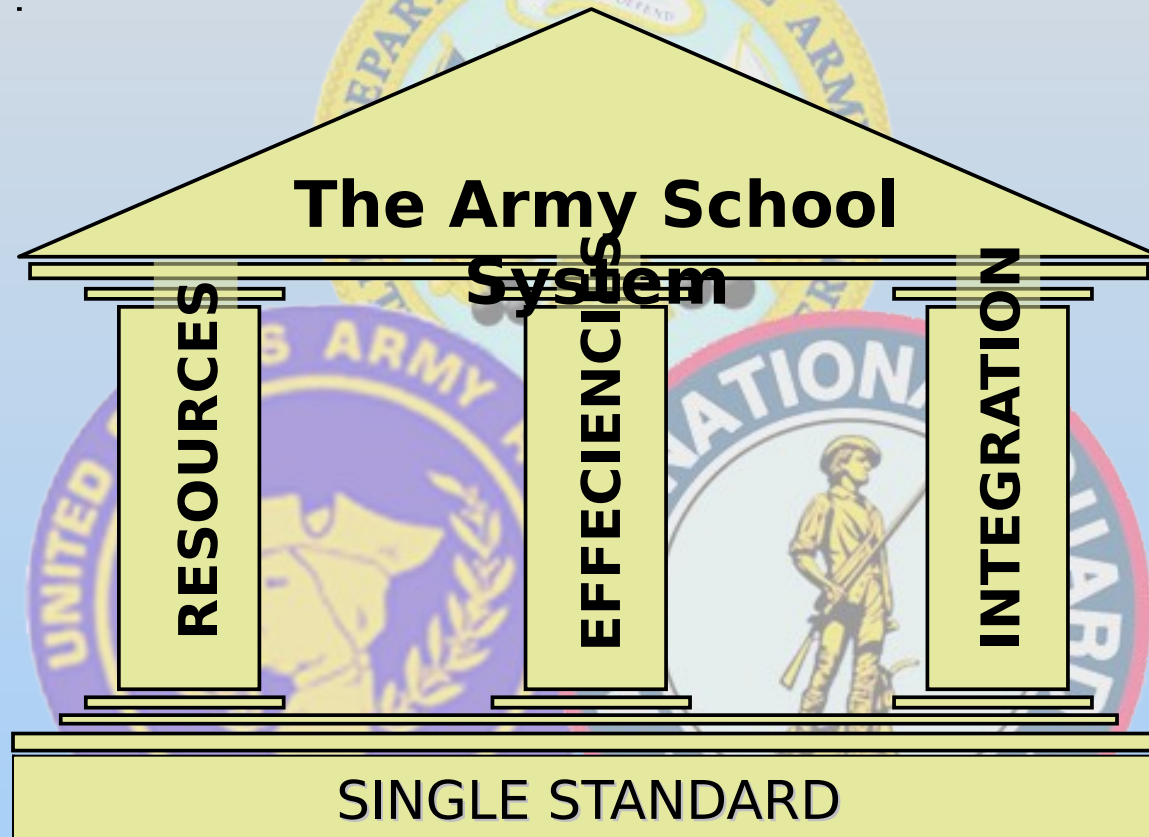


The Army School System Overview



TASS Integration Conference
COL "Waddy" Davis

28-29 Nov 01



WHERE TOMORROW'S VICTORIES BEGIN

AGENDA

- ✓ **Purpose**
- ✓ **TASS Overview**
- ✓ **TASS Goals**
- ✓ **TASS Actions**
- ✓ **Future Direction of TASS**



PURPOSE

**Present an update on both
the current state and
future direction of The
Army School System
(TASS)**



CONFERENCE

E

OBJECTIVES

- **To increase awareness and reinforce understanding in implementation of The Army School System**
- **To improve support in the POI development for TATS-C and DL products**
- **To forge a better understanding of RC LNO's and Title XI roles and responsibilities in training development**



CONFERENCE

E

OBJECTIVES

• Assist in evaluating, clarifying equipment substitution requests from the RC battalion and assist the component in expediting the process

• To gain a better understanding and perspective of the USAR, ARNG and Proponent School Individual Training Operations

• Strategies in finalizing TRADOC Transformation in the implementation of the Army School System



Proponent RC LNOs can do to promote the TASS mission

- **Understand responsibilities in Chapter VI, TRADOC (Individual Training Development)**
- **Attend TRADOC Senior Training Managers conference**
- **Develop working relationship with School TD's**
- **Be the SME on the RC training environment**
- **Coordinate for courseware SME support**
- **Communicate TD issues with components/DCS**



Proponent Title XIs can do to promote the TASS mission

- **Talk with TD'ers about planned courseware changes**
- **Provide feedback to TD'ers about fielded POI products**
- **Keep TASS Bn Title XIs informed of courseware changes**
- **Coordinate routinely with Proponent RC LNOs**
- **Provide TD'ers trends from Accreditations**



TASS **OVERVIEW**

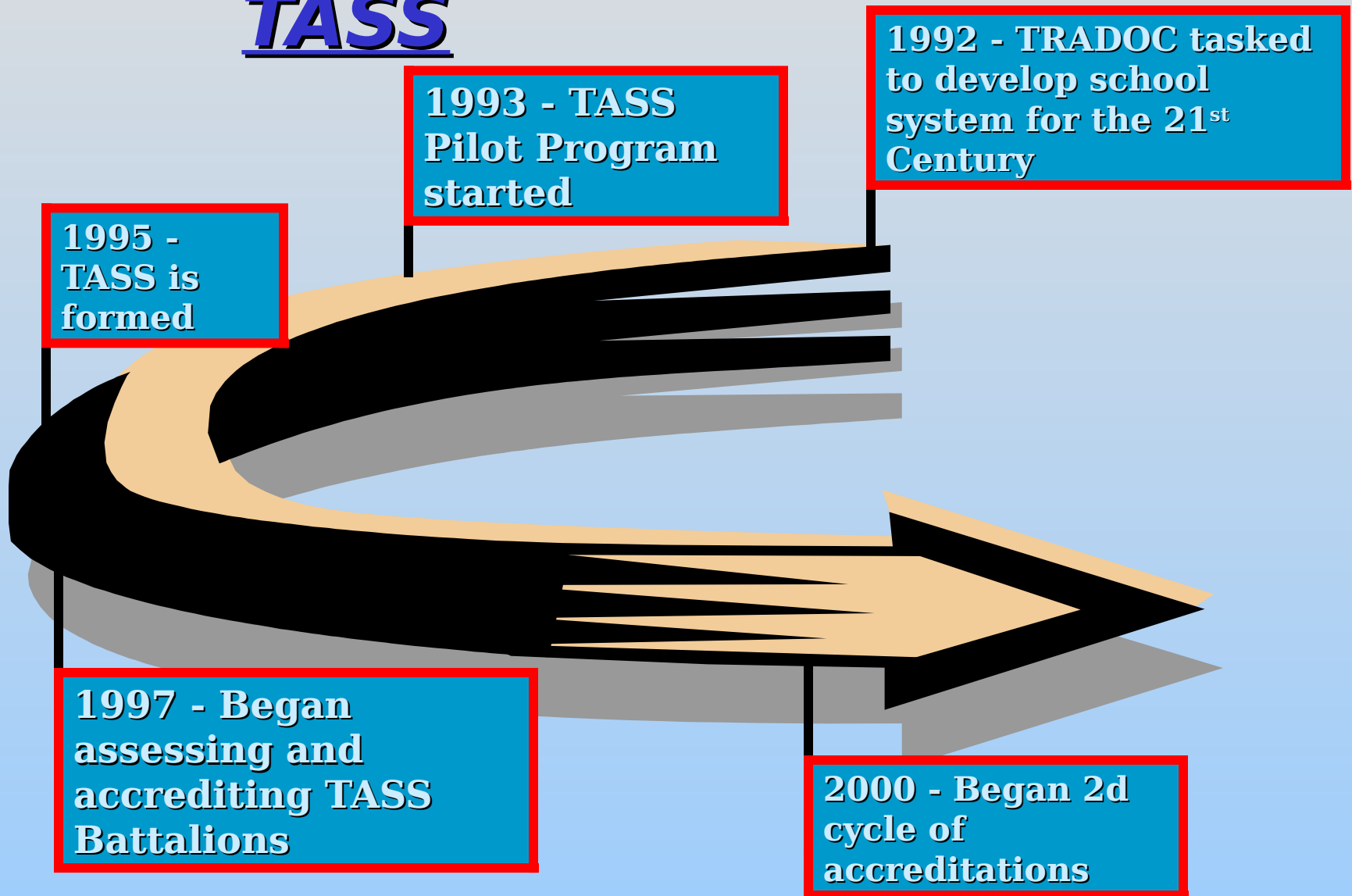


The Army School System MISSION

To enhance Army readiness through an efficient, fully-integrated educational system that trains soldiers of all components to a single standard.



The Evolution of *TASS*



WHERE TOMORROW'S VICTORIES BEGIN

What is TASS?

- **The Institutional Army's total force integration vehicle**
- **Comprised of all Active and Reserve Component training institutions**
- **Encompasses doctrine, training, leader and combat developments**



TASS Activity

	FY00	FY01
Quotas	102,488	111,612
Students	87,065	90,766
Classes	5,294	5,389
Locations	607	625
Graduates	76,219	79,904



WHERE TOMORROW'S VICTORIES BEGIN

TASS Organizati on

COORDINATION-----

COMMAND &
CONTROL-----

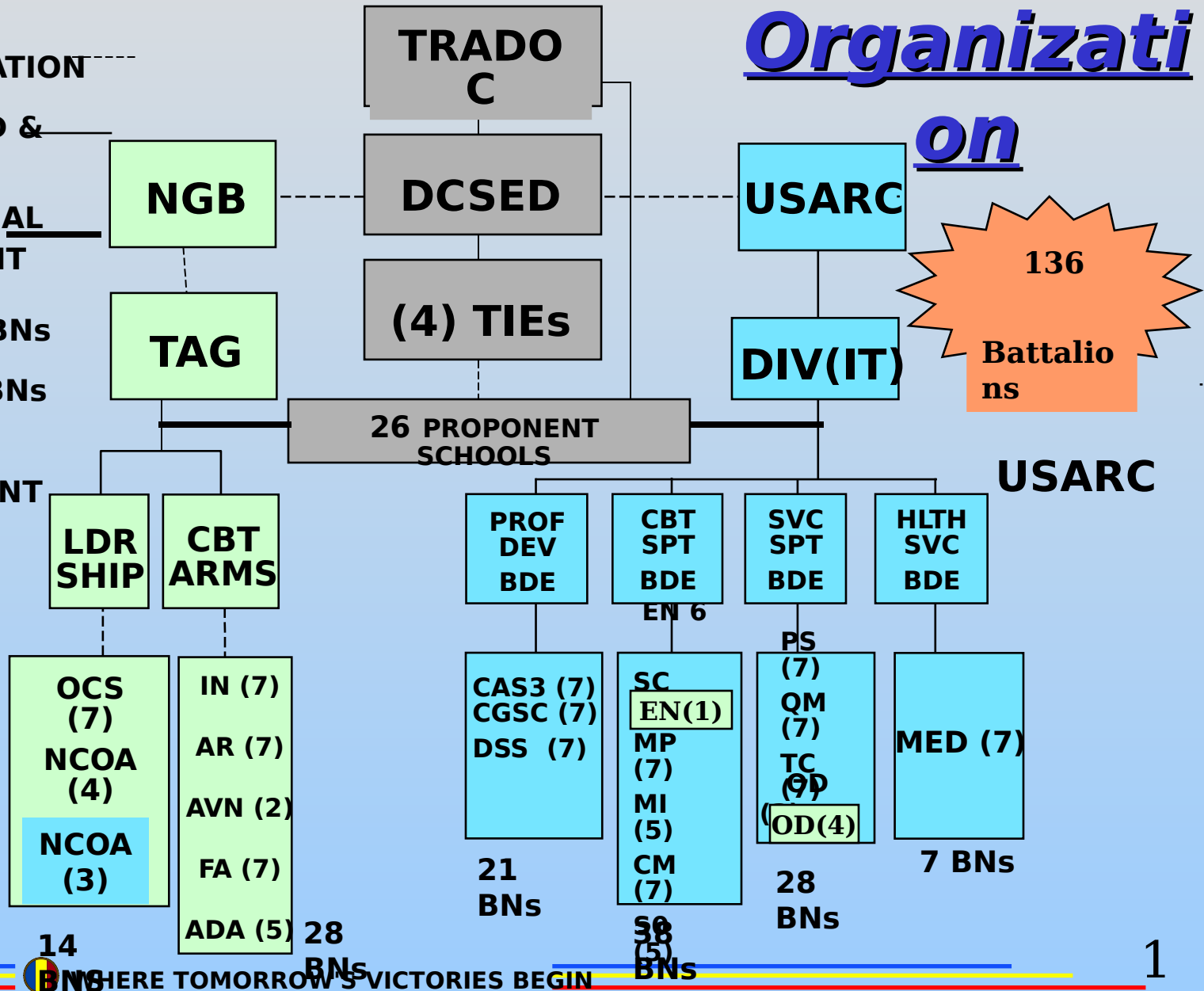
FUNCTIONAL
ALIGNMENT-----



ARNG 44 BNs

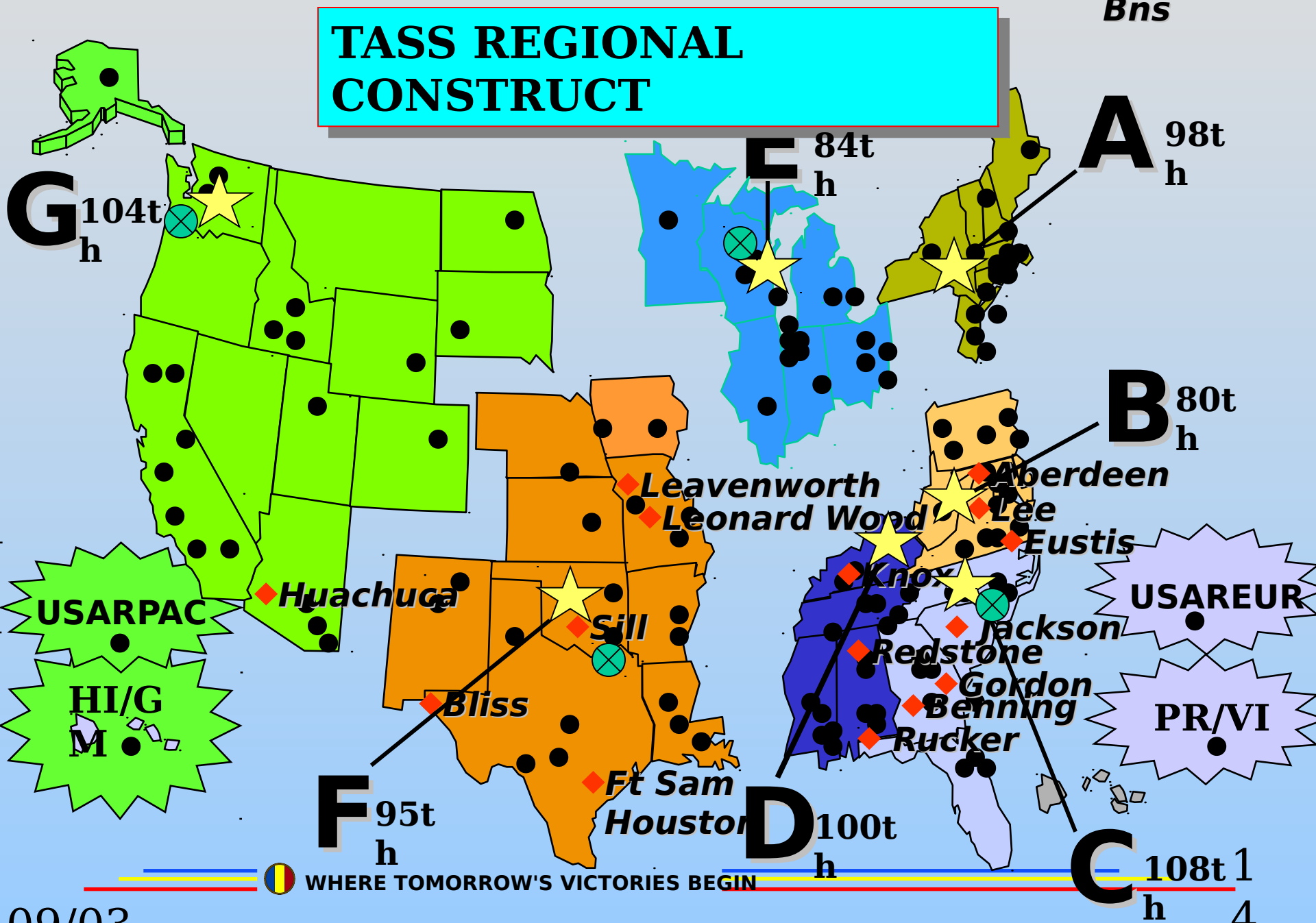
USAR 92 BNs

TRI-
COMPONENT



◆ Proponents Schools ★ DIVs(IT) ⊗ TIEs ● TASS Bns

TASS REGIONAL CONSTRUCT



Why TASS?

- **TASS trains to ONE standard**
- **TASS brings the training resources of The ARMY together (AC/USAR/ARNG)**
- **TASS improves training availability... more instructors, more training locations**

TASS guarantees that soldiers

AC Soldiers Trained in TASS **Battalions**

FY99

1,869

FY00

1,872

- **1,917 AC Soldiers trained in FY01**
 - ✓ **54 % (1,041) trained in CGSC and CAS3**
 - ✓ **13% (224) trained in USASMA (NCOES) Courses**
 - ✓ **11 % (205) trained in OD courses**
 - ✓ **6 % (118) trained in TAITC and SGITC**

Remaining 16% trained in courses in increments of less than 5 %

As of: 001231



WHERE TOMORROW'S VICTORIES BEGIN

TASS GOALS

- **Increase Army Readiness**
- **Facilitate Institutional Readiness**
- **Increase Army Awareness of TASS**
- **Synchronize Army Division Redesign**
- **Improve the Title XI**

Program

WHEEL ON OUR VICTORIES BEGIN

TASS

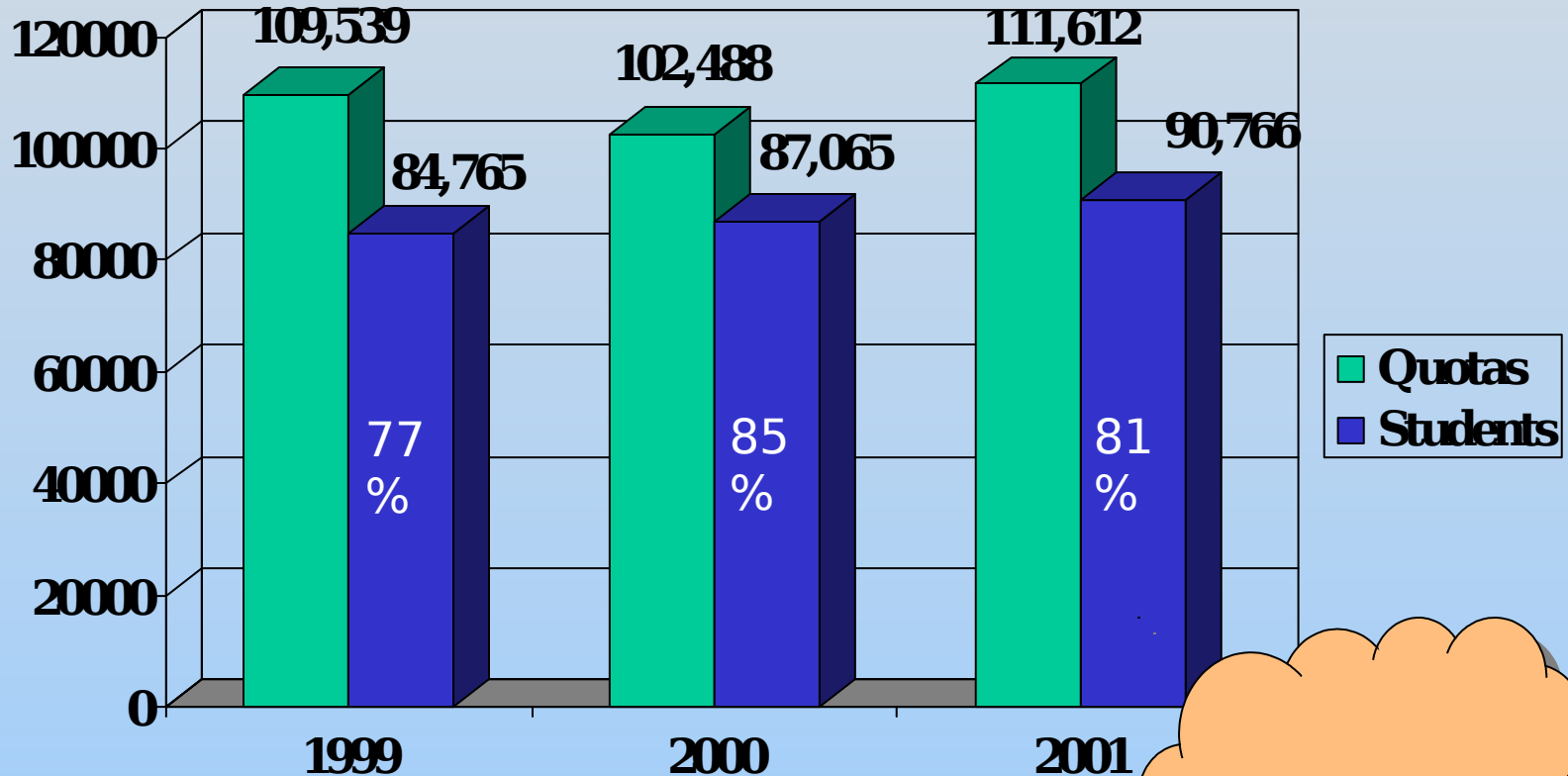
GOALS AND OBJECTIVES

Increase Army Readiness

- **Improve quota utilization rate to 90% in both FY01 and FY02**
- **Improve class conduct rate to 80% in FY01 and 85% in FY02**



Quota Utilization



Goal
85%



WHERE TOMORROW'S VICTORIES BEGIN

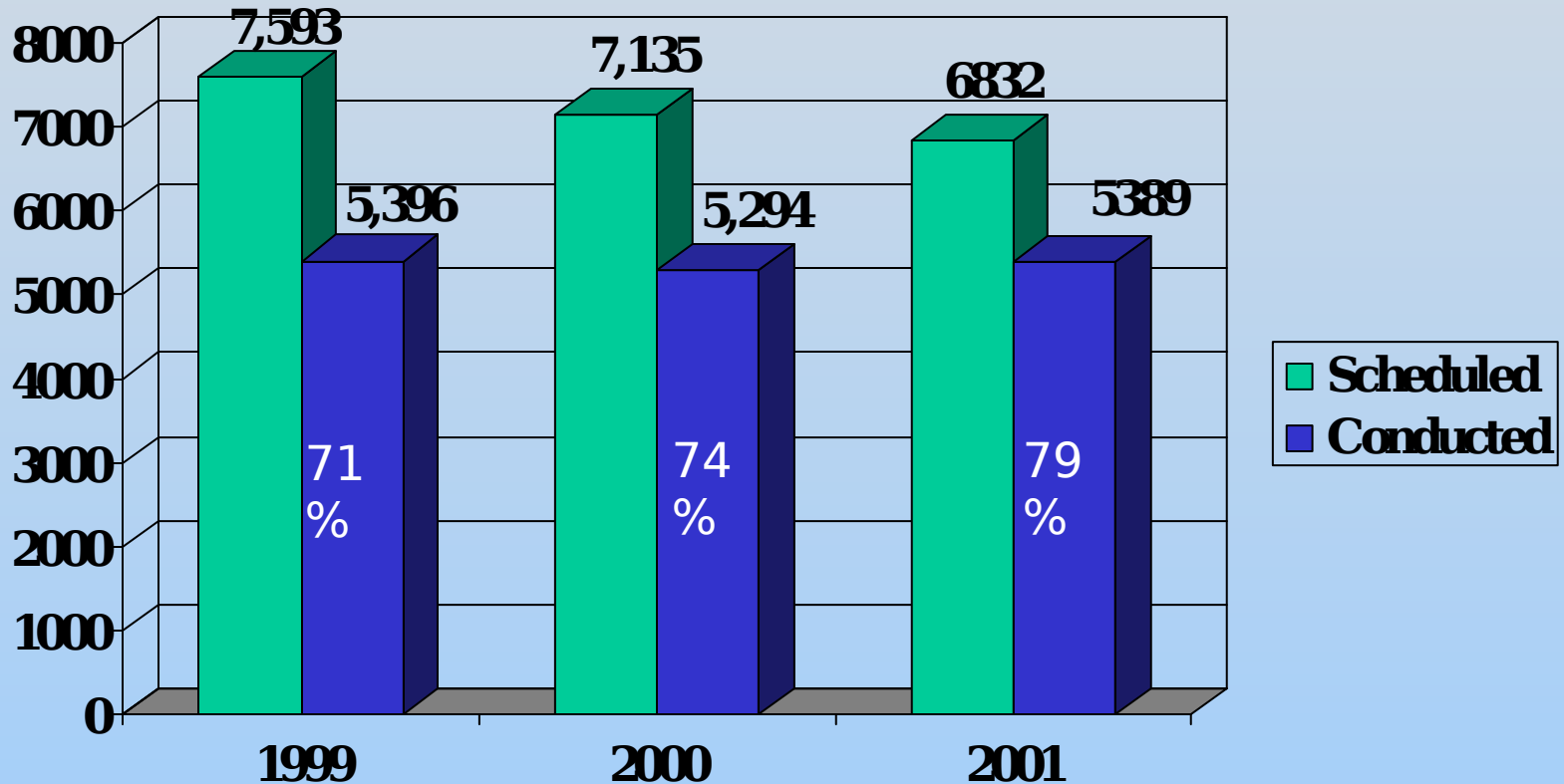
QUOTA UTILIZATION

OPTIONS

- **Reduce POI length from 2 years to 1 year**
- **Increasing use of Distance Learning (Low Tech)**
- **Conduct Phase I in an ADT and combine with Phase II ADT.**
- **Track/tailor training to specific unit needs.**
- **Increase Instructor to Student Ratio (ISR) for some courses.**
- **Overbook courses to 120% or under book by 20%**
- **Stagger course starts throughout the year.**
- **In unit training for soft skill/civilian acquired skills.**



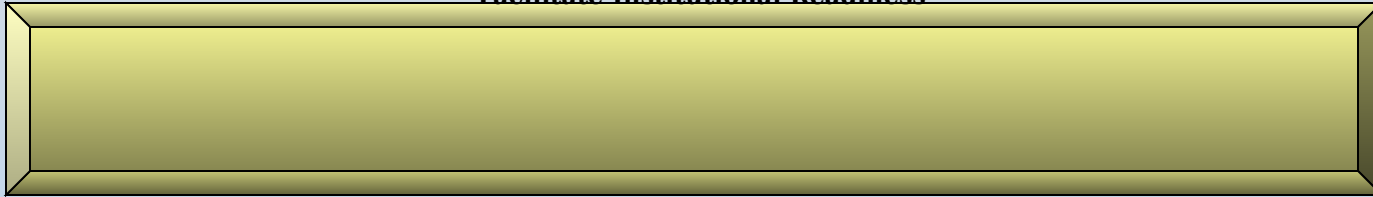
Class Performance



TASS

GOALS AND OBJECTIVES

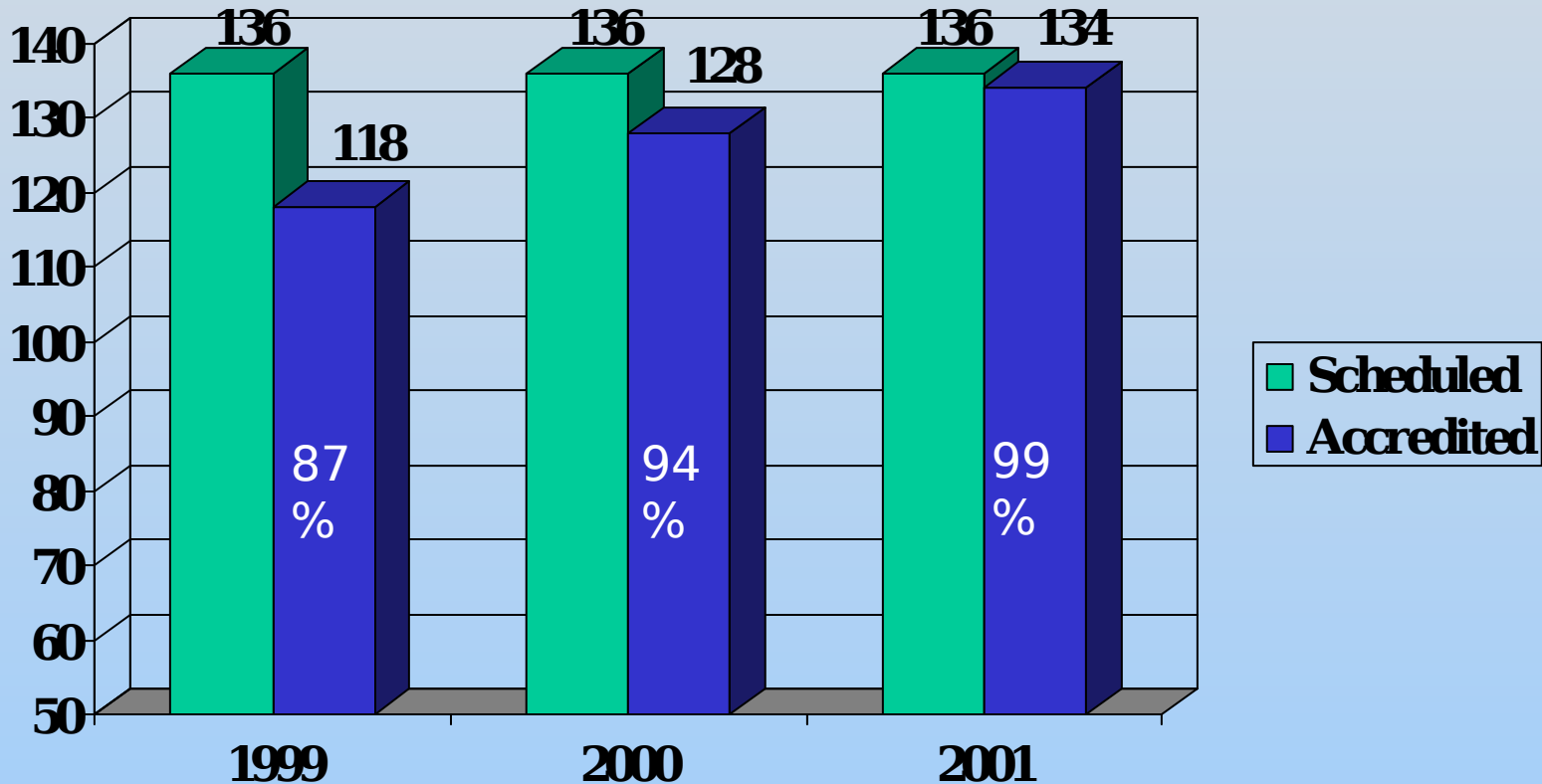
Facilitate Institutional Readiness



- **Utilize Title XI program to accredit TASS**
- **Create uniform POI for all components**
- **Certify assigned instructors to a single standard**



Battalion **Accreditation**



WHERE TOMORROW'S VICTORIES BEGIN

Accreditation Status

TIE	Regions	Number of BNs	Number Accredited	Number Non-Accredited	Withhold / Probation
McCoy	Region A	19	19	0	0
Jackson	Region B	19	19	0	0
Jackson	Region C	20	20	0	0
Jackson	Region D	18	18	0	0
McCoy	Region E	20	19	0	1
Sill	Region F	20	20	0	0
Lewis	Region G	20	19	0	1
TOTALS		136	134	0	2

As of 15 OCT 01

Goal: 100%

(Regions E and G MP Bns are

probation

WE ARE TOMORROW'S VICTORIES BEGIN

2

4

09/03

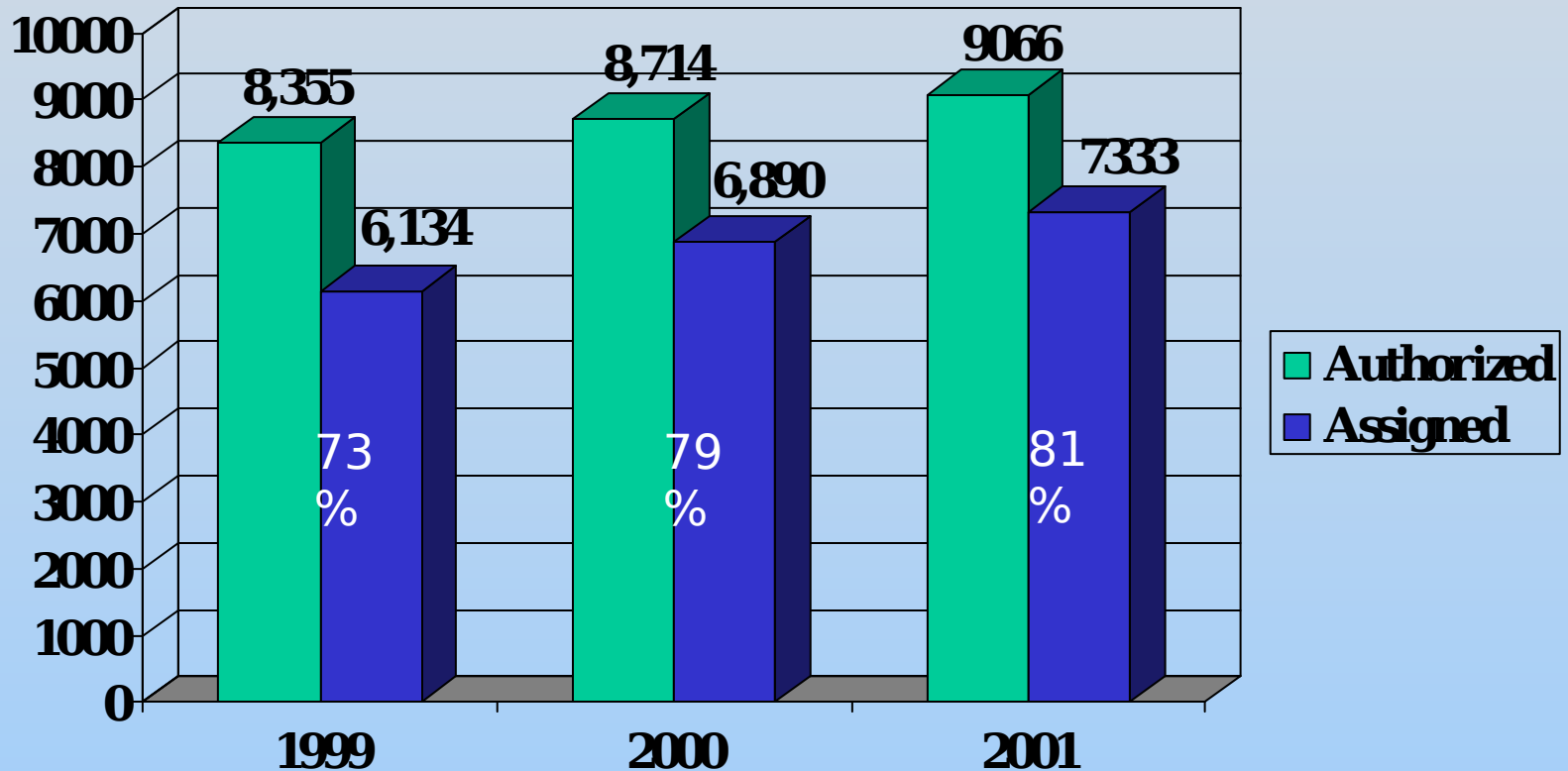
TASS Bn **Accreditation**

SYSTEMIC PROBLEMS

- **Not Training to Standard or in Compliance with POI**
- **Unsafe Training Practices
(Vehicle Speed, Range Safety, Unsafe use of
Pyrotechnics)**
- **Security, Inventory, and Storage of Test Materials**
- **Students Not Meeting Prerequisites of Course
(Ht/Wt, APFT, Security Clearance, PULHES)**



Instructor Status



TATS Courseware **Implementation**

As of 1Nov 01

Total Courses to Convert	Analysis /Redesign Completed	Course Development Completed (Commandant Approved)	TATS-C POIs Approved by NGB /USARC / TRADOC (TOMA)	Ready to Teach - RTT (Teach in 12-18 Months)
414	412	399	354	352

Met 85% Goal for TY 01

95% TY 02 Goal

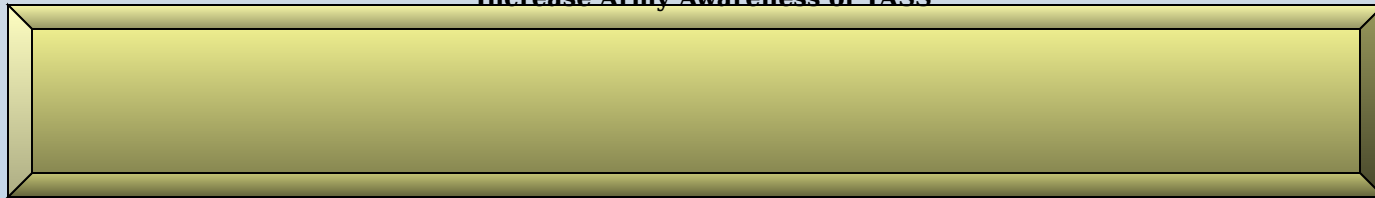


WHERE TOMORROW'S VICTORIES BEGIN

TASS

GOALS AND OBJECTIVES

Increase Army Awareness of TASS



- **Maintain a world-class and user friendly web-site**
- **Conduct at least four events directed at increasing awareness of TASS**
- **Publish TASS articles in military periodicals**



TASS

Website

- 1 Oct 00 to 30 Sep 01 - 98,204 visits with an average session length of 16 minutes
- 1 Oct 01 - 1 Nov 01 there were 6,245 visits
- Operations Calendar of TASS
Related Activities,
Events, Conferences and Readiness
Information

• ***www.tass.monroe.ar***

TASS

GOALS AND OBJECTIVES

**Synchronize
Army Division Redesign Study (ADRS)
Training**

- **Ensure ADRS requirements out to FY05 are addressed in the SMDR**
- **Develop/implement an effective and efficient process to coordinate ADRS**



Army Division Redesign Study (ADRS) Training

- **DCSED Designated as TRADOC's Executive Agent**
 - **Phase I FY 00-05**
 - **Approx. 6,500 Soldiers to train (on track)**
 - **11 MOSs Comprise 86% of Reclass Requirement**
 - **Phase II FY 03-07**
 - **Approx. 8,000 Soldiers to train**
 - **14 MOSs Comprise 81% of Reclass Requirements**
 - **Phase III & IV**
 - **Dependent on Army Transformation Initiatives**



FY 00-05 ADRS Phase I

Top 11 MOSs

MOS		Soldiers to be trained
88M - TC	(Motor Transport Operator)	2121
54B - CHEM	(Chemical Operations Spec)	863
77F - QM	(Petroleum Supply Spec)	209
92A - QM	(Automated Logistical Spec)	196
95C - MP	(Military Police Officer)	298
63S - OD	(Heavy Wheel Vehicle Mech)	129
63B - OD	(Light Wheel Vehicle Mech)	120
52D - OD	(Power Generation Equip Repair)	114
71L - AG	(Administrative Spec)	72
*92R - QM	(Parachute Rigger)	26
92Y - QM	(Unit Supply Spec)	42
*Red not TATS Course/ not ready to teach		Total = 4190



TASS **GOALS AND OBJECTIVES**

TRADOC Title XI Program

- **Maintain 98% fill on Title XI's**
- **Implement Training Program**
- **Leased Government Housing Initiative**



Title XI Program Assessment

- **Annual requirement due DCSED 1 Dec, report thru 30 Sep**
 - **Conduct and assessment of the effectiveness of the program within AOR**
 - **Note improvements in the training of supported units**
 - **Overall impact on accreditation**
 - **Include results of Housing Survey and quality of life trends**



Leased Government Housing (LGH) Program

- **Temporary measure to lessen financial burden while assigned to remote areas**
- **Available for families assigned to Recruiting Company, Cadet Command, and the AC/RC Title XI Program**
- **Primarily for SSG and SFC ranks**
- **DCSEDs slice is 67 of 750 leases budgeted for FY**



Leased Government Housing (LGH) Program

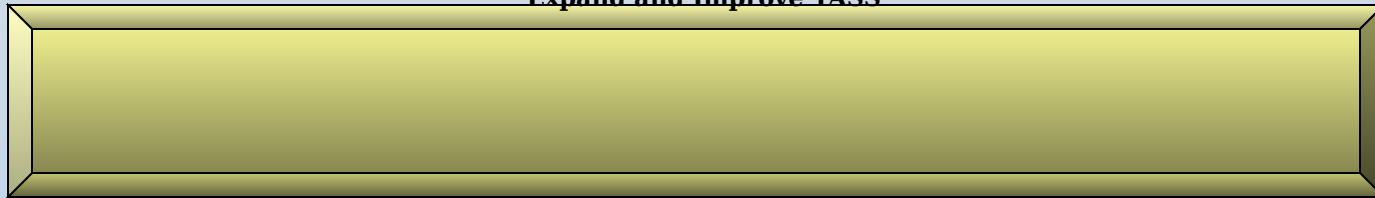
- **DCSED is determining equitable distribution based on funds received from the field**
- **TIE Deputies and ODCSED rep will receive training on the RFMIS Program - tracking software**
- **Program implemented on 1 Oct 01-Currently delayed due to DA DCSPER manning issues**



TASS

GOALS AND OBJECTIVES

Expand and Improve TASS



- Proponent schools need to insure buy-in on success of RC TASS Bn's
- Eliminate Policies that impede TASS
- NCOES & OES
- Standardize POI/Errata sheet process
- TRADOC Quality Assurance Program implementation
- Develop TASS Strategic Plan
- Include Functional and Joint Schools in TASS
- Review TASS Force Structure
- Everyone pulling/pushing TASS cart in the same direction...

Pre-Execution

Checklist

- Unit completed document that verifies students meet course prerequisites
- Manually processed and hand carried by soldier to training site
- Required by the training battalion for in-processing
- Checklist not filled out correcting resulted in over 2,000 soldiers per year being sent home
- Automated process will save over \$500K in travel cost by reducing number of soldiers dismissed from class
- Checklist will be merged with ATRRS Application process
- The application process will validate the soldier meets the course prerequisites listed in ATRRS

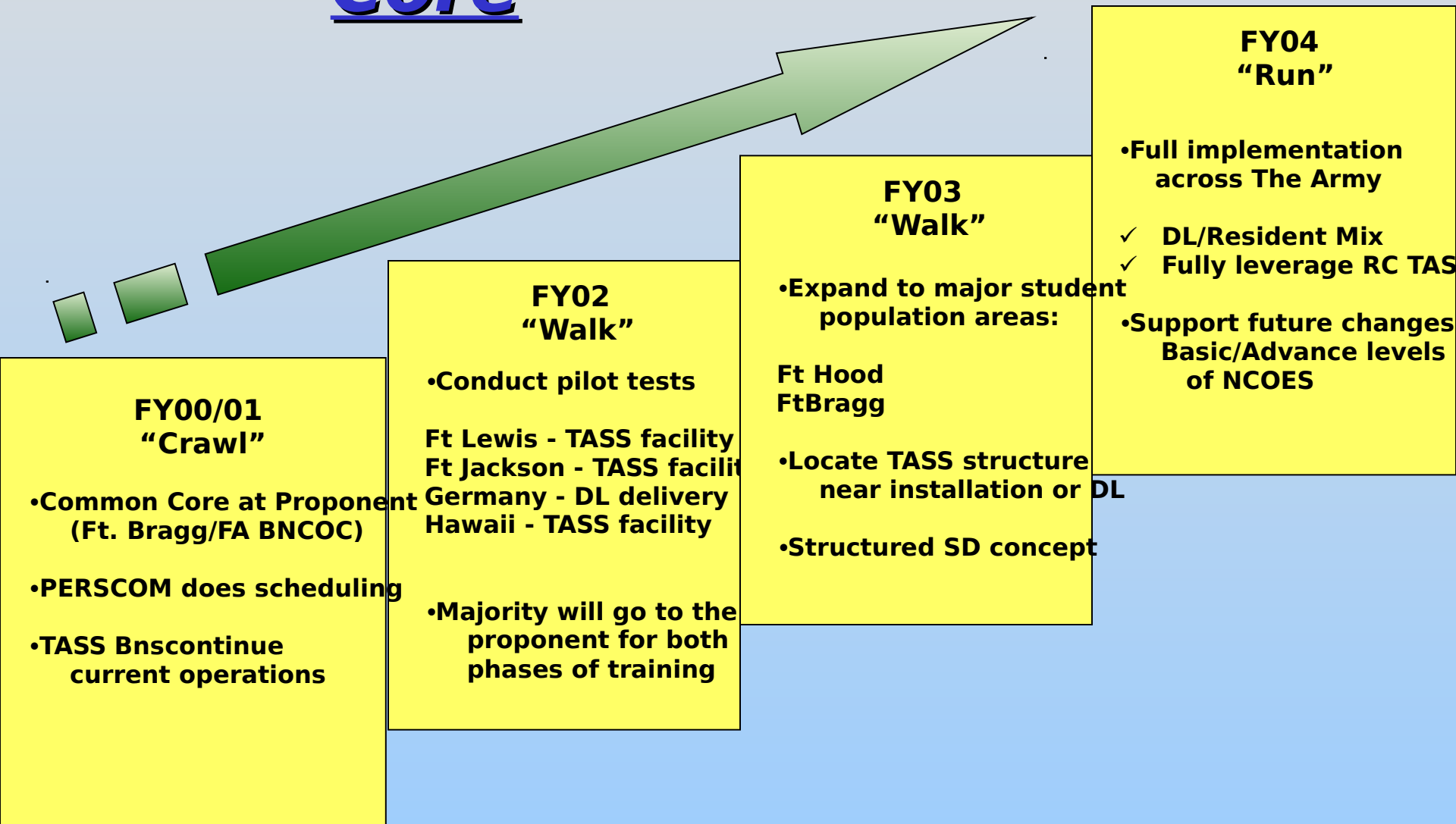


EQUIVALENT **CREDIT**

- Recent DA policy (HQDA msg. 20 NOV 00) allows AC/AGR soldiers to receive credit for attending courses taught at TASS Battalions
- Message states: “Active Army and AGR personnel will receive credit for attendance at TASS battalion schools providing the following conditions are met:”
 - Institution is accredited by the course proponent
 - The POI has been reconfigured into TATS-C format



NCOES Common Core



End **State**

- **These Army NCOES Centers of Excellence will provide seamless regional NCOES instruction to all components**
- **Modern, efficient, and effective institutions that are technologically enabled and connected 24/7 to both proponent schools and soldiers within the Region**

WHERE COMBAT VETERANS BEGIN

FUTURE DIRECTION OF TASS



TASS Strategic

Plan
“The Army School System is a growth industry.” DCS&D

- **Develop a long range plan for TASS that is aligned with TRADOC/Army Transformation Plan**
- **Begin “futuring” process to identify TASS Doctrinal, Training, Leader Development, Organizational, Material, and Soldier Development (DTLOMS) mission requirements**
- **Ensure Reserve Component involvement in**



WHERE TOMORROW'S VICTORIES BEGIN

TASS Strategic Plan Briefing

TASS Integration
Conference

28-29 Nov 01

LTC Ken Madison
DCSED, TRADOC



Purpose

To leverage the Reserve Component institutional training capability to support Army/TRADOC Transformation through tri-component integration across the Doctrinal, Training, Leader Development, Organizational, Materiel, and Soldier Development (DTLOMS) domains



Vision

Components of students and instructors are transparent, training standards are the same, delivery modes are immaterial, and resources are equal.



TRADOC Intent

- The Army will operate within a truly seamless environment.
- Traditional walls will be removed to leverage the expertise
- Learning systems will be shared, not fenced
- Realities of part-time service will be honored
- Systems will be adaptable to the requirements of the citizen soldier



Mission

To develop a Total Force Integration Annex for inclusion in the TRADOC Operational and Organizational Design Plan that addresses the role of the Reserve Component in the Interim(2007)/Objective(2008+) Force construct.

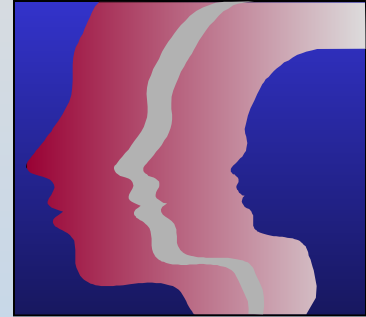


Total Force Training Integration

The synthesis or fusion of multi-component personnel, resources, infrastructure, and intellectual capital for the purpose of developing integrated solutions to integrated challenges



Overview



- Dates: Met on 5 times since Nov 00
- Attendees: GS-13/LTC/SGM and below
- Attire: Civilian Casual for All Attendees
- Members:
DCSOPS/PER/USARC/ARNG/TRADOC
- Location: Various Locations
- Facilitator: LTC Ken “Maddog” Madison



Ground Rules

- Consensus is what I / you can live with it.
- The Group is responsible for the scribe's input.
- Keep to the business at hand.
- Only one person speaks at a time.
- Maintain a sense of humor.
- Don't monopolize the "air time."
- Avoid semantic discussions.
- Respect for others, no personal attacks.
- Macro View.
- Employ 80/20 Rule.
- Clear and Concise Verbiage.



Annex Development

- Annex A as Model (Futures)
- Integrate TASS 21 Strategic Plan Information
- TRADOC Transformation Brief RC Slides
- TFIO Gap Analysis
- Define Total Force Integration
- Draw Current and Proposed Models
- Describe TFI Functions at HQ, Center and Schools



Gap Analysis Topics

- DCG USAR/ARNG combine to form TFI Center
- TFI Center operates at HQ, Center and Schools
- Describe the construct for this activity
- Develop Vision and Mission
- Resourcing/Requirements Determination
- Doctrine for employment of RC
- DIVIT/RTI Missioning
- Functional alignment rather than regional
- AC Training Battalions Accredited(IET, OCS, CAS3, CGSC)



Gap Analysis Topics

- Doctrine
- Training Attendance
- Training Development
- Training Support
- Leader Development
- Organization Structure
- Material: Equipment & Facilities
- Material: Distance Learning
- Material: Computer Equip and Facilities
- Soldier Recruiting
- Soldier Retention/Attrition



Action Plan Development

- Goals
- Objectives
- Action Steps
- Responsible Agency
- Develop a Position
- Approval of Position
- Manage Actions
- Gant Chart



Time Line

- Staff TFI Annex w/CoC 5 Dec 01
- Approve TFI Annex at CoC 14 Dec 01
- Revise TFI Annex 31 Dec 01
- Staff Revised TFI Annex w/CoC 31 Jan 02
- TFI Annex to TRADOC Trans Office 15 Feb 02
- TRADOC Trans Office Brief to CG TBD
- CG, TRADOC Brief CSA TBD

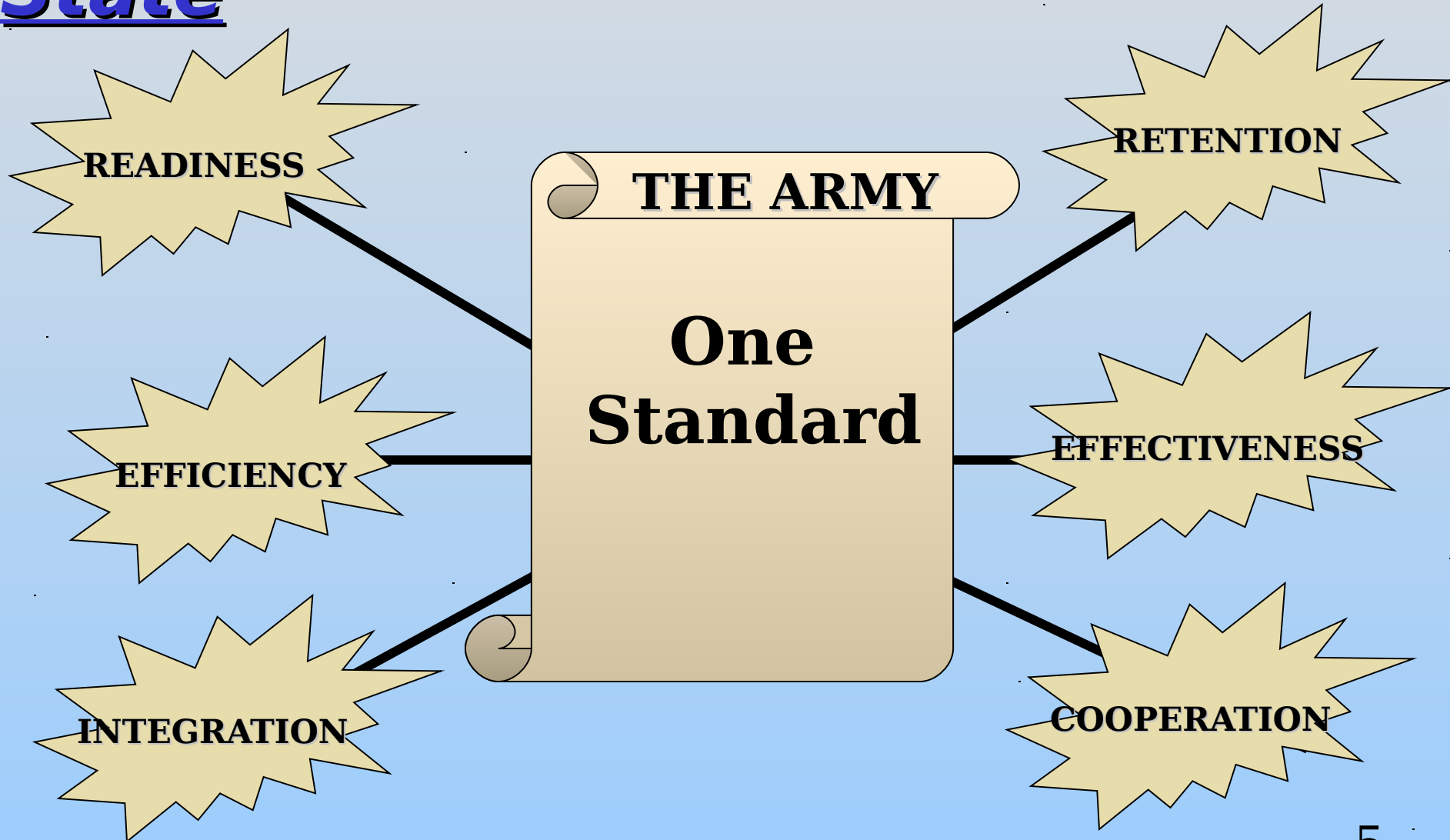


Opportunities Supporting Army Transformation

- **Expand Campus Instructor Support for AROTC**
- **Establish Schools on FORSCOM Installations**
- **Teach more functional courses for AC**
- **AC student load increased in OES and NCOES**
- **Augment Proponent School Instructor Base**
- **Assist in AC reclassification mission**
- **Teach Common Core NCOES/OES in various locations**
- **Augment proponent school IET/AIT instructor staff**
- **Establish Tri-Component Institutions**

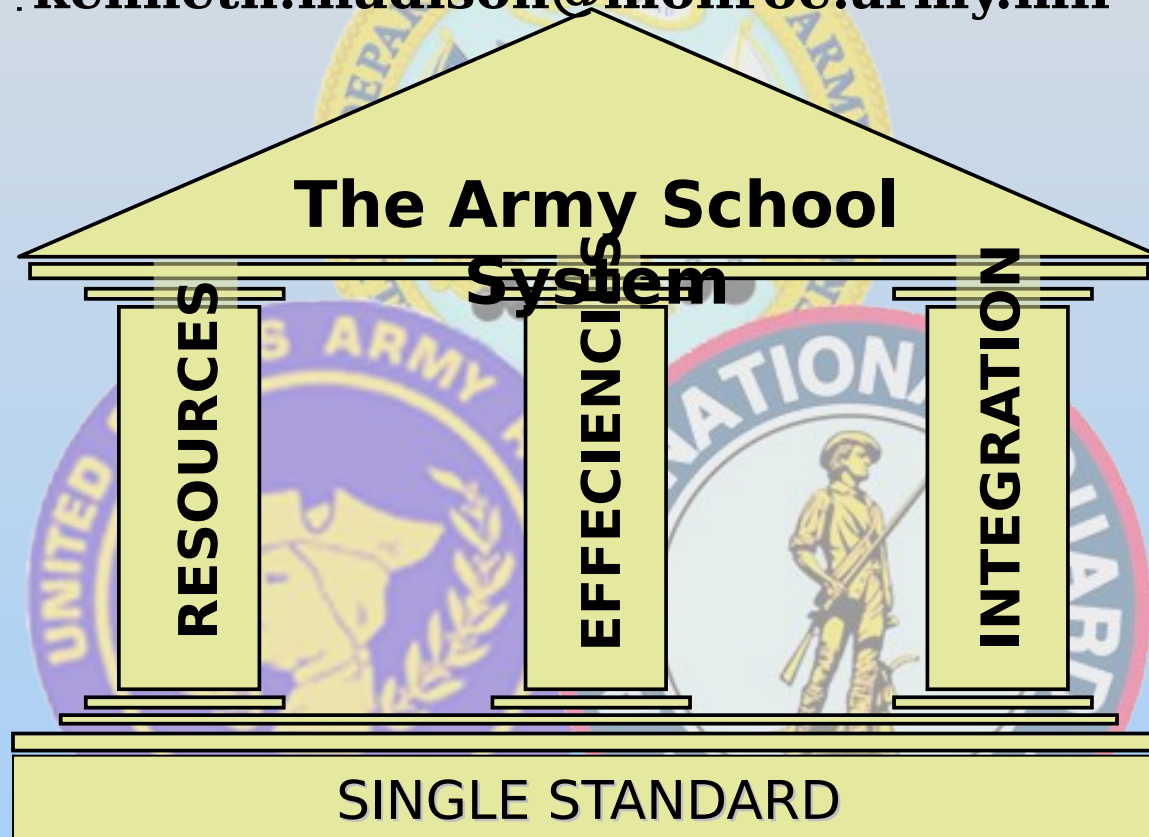


TASS End State



WHERE TOMORROW'S VICTORIES BEGIN

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LTC Ken "Maddog" Madison
.kenneth.madison@monroe.army.mil



DCSED Homepage: www.tass.monroe.army.mil



WHERE TOMORROW'S VICTORIES BEGIN